



High Performance Working Initiative (HPWI)

INFORMATION FOR PARTNERS

■ What is the High Performance Working Initiative?

It's a funding scheme to help firms start using high performance working practices to improve business performance and make work more satisfying. Increasing productivity is crucial to New Zealand's economic success and this is another step in the Government's programme to lift our economic performance.

We partially fund specialist business improvement consultants to help firms develop high performance working processes.

■ What do you mean by High Performance Working?

High Performance Working is a general approach to improving workplace practices. It involves:

- › a systematic approach to business improvement
- › enhanced workplace practices to raise productivity
- › a high level of employee engagement, and
- › an approach that becomes part of an organisation's normal and ongoing way of working.

■ What's in it for employers?

- › Higher productivity and competitiveness
- › More committed and engaged workers
- › Healthier and safer workplaces

■ What's in it for employees?

- › Better quality working life and a say in how work is done
- › More job security and recognition

■ How do we know it works?

There is a wealth of local and international evidence – check out our webpages for more on this.

■ Is this open to any organisation?

Yes, any private sector organisation can get help, unless they are already receiving comparable support through

other government programmes, or where there are other more appropriate programmes. Some publicly owned commercial entities, such as State Owned Enterprises and Council Controlled Organisations can also take part.

■ Who will the High Performance Working (HPW) partners be?

HPW partners will include regional business networks, industry, trade and union organisations and similar business entities.

■ How do we apply to be an HPW partner?

The process includes the following key steps:

- › You submit an expression of interest outlining the initial idea
- › We make sure the expression of interest fits our criteria
- › If the expression of interest is suitable, you develop a full project proposal for funding

Once a proposal is approved and a funding agreement is in place, your organisation will be able to contract business improvement consultants directly to start working with individual firms.

We will have staff available to advise and assist potential HPW Partners through the expression of interest and proposal processes.

■ What do our firms have to commit to?

We expect them to show

- › time, enthusiasm and commitment to their project
- › a contribution to the project's costs during the implementation stage
- › a commitment to engage in follow-up activities such as participation in a case study or industry best practice guide
- › promotion and championing of the High Performance Working approach to others, and
- › a commitment to good workplace communications, relationships and culture.



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■ What level of funding can our firms expect from this initiative?

The Initiative is designed to kick-start firms in putting in place high performance working practices. We expect that they will fund ongoing rollout, development and maintenance of the work practices.

The typical two stages for funding are:

1. The inception stage (fully funded): initial training, diagnosis and identification of key business problems, planning and implementation of initial activities
2. The implementation stage (partially funded): more intensive, hands-on support in implementing and rolling out the HPW business improvement processes.

The level of funding approved will vary according to the nature of the activities proposed. However, we expect that

our contribution to most projects would be \$10,000–15,000 per firm.

■ When can we apply?

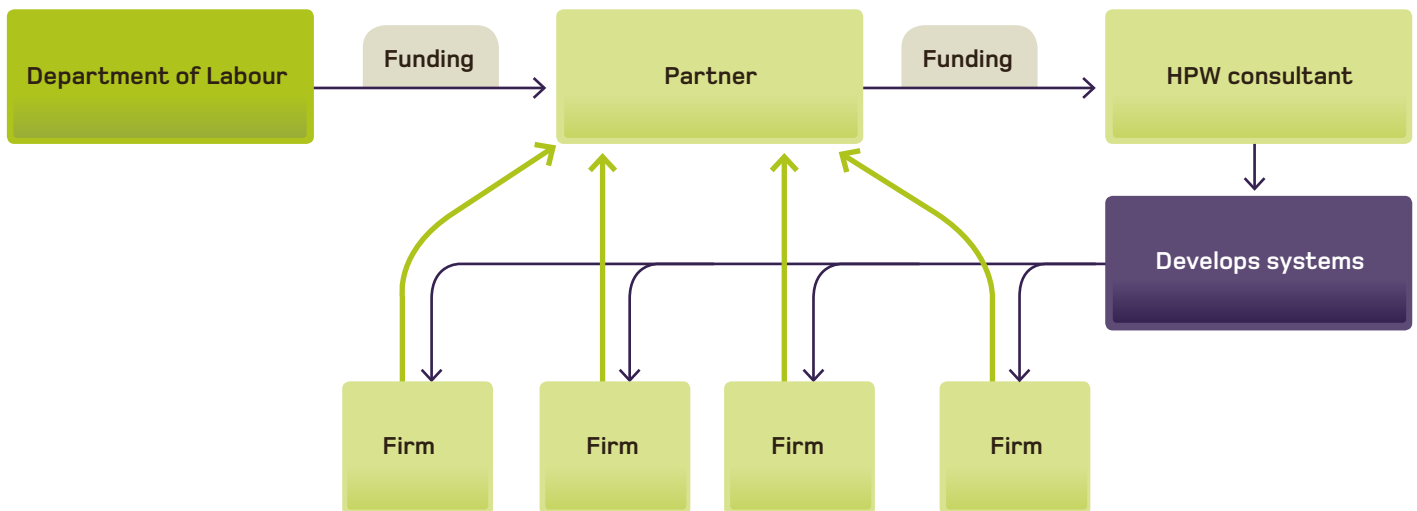
You can apply at any time.

■ How long are the projects expected to last?

This depends on the nature and scope of the project. However, in order to achieve measurable results, experience shows that similar workplace projects are designed around a 12-month timeframe.

■ Do firms have to involve staff or the union?

Yes! Employee engagement is a key criterion – employees will be actively involved in making decisions about what needs to happen or what needs to change to improve productivity in their workplace.



➔ For further information on the High Performance Working Initiative

- › www.dol.govt.nz/HPW
- › email HPW@dol.govt.nz
- › or call 0800 20 90 20

About the Department of Labour

The Department of Labour provides information and investigates problems to do with employment and workplace health and safety. We can help employers and employees with:

- › employment conditions
- › minimum legal requirements
- › problem resolution
- › health and safety
- › ways to work better
- › labour market information.